



GROVE CITY DIVISION OF POLICE



Background Removal Standards For Police Applicants

- A. **Honesty/Falsification** – Applicants are removed from the selection process for any of the following reasons:
1. At any stage of the selection process, the applicant provides false, incorrect or inconsistent information.
 2. At any stage of the selection process, the applicant fails to disclose or acknowledge any disqualifying behavior or activity on the part of the applicant, relative to, and governed by, any of the Background Removal Standards.
 3. The applicant's failure or refusal to answer or respond to oral and/or written questions during any phase of the selection process.
 4. Any attempt by the applicant to distort the truth verification examination results.
 5. The applicant's use or attempted use of political influence to secure employment.
- B. **Family History** – Applicants are removed from the selection process for any of the following reasons:
1. Verified or admitted physical or emotional abuse of one's spouse, ex-spouse, child, stepchild, and parent or any other relative or person with whom one lives, has a relationship or has had a relationship.
 2. Non-compliance with a court order or legal contract to provide child support, alimony or other financial responsibility as determined by the appropriate support enforcement bureau or a court of law within the preceding ten (10) years.
 3. Intentional violation of any protective or temporary restraining order as determined by a court of law within ten (10) years.
 4. Verified or admitted sexual abuse of one's spouse, ex-spouse, child, stepchild, parent, or other relative or person with whom one lives, has lived, has a relationship or has had a relationship.



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- C. **Employment** - Applicants are removed from the selection process for any of the following reasons:
1. Two or more involuntary terminations and/or discharges from employment within the last five (5) years. This shall not include terminations resulting from a business ceasing operations, or resulting from being laid off from a position of employment.
 2. Discharge or resignation in lieu of discipline from any criminal justice related employment.
- D. **Military History** – Applicants are removed from the selection process for any of the following reasons:
1. Dishonorable or Less than Honorable discharge from military service.
 2. Conviction of any article of the Uniform Code of Military Justice that is equivalent to a felony or otherwise listed disqualifying misdemeanor in this standard under the Ohio Revised Code (ORC).
- E. **Traffic** – Applicants are removed from the selection process for any of the following reasons:
1. Any conviction of vehicular homicide or related offense(s).
 2. OVI:
 - a. Conviction within the past five (5) years, or
 - b. More than one (1) OVI conviction as an adult; or
 - c. More than two (2) OVI convictions, if one of the convictions was as a juvenile.
 3. Four (4) moving violations in the past three (3) years as an adult.
 4. At the time of the application or anytime during the selection process, the applicant does not possess a valid driver's license.
 5. One (1) or more revocation or suspension of a driver's license as an adult, in effect during the past five (5) years (unless applicant can show that the suspension was the result of an error by the BMV or administrative overlap).



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- F. **Gambling** – The term “gambling offense” includes any activity defined as gambling by a federal, state, local statute or ordinance in the jurisdiction where the activity occurred. Applicants are removed from the selection process for any of the following reasons:
1. Conviction of a gambling offense, within the last five (5) years.
 2. Admission to gambling that has resulted in an unstable financial or credit history within the last seven (7) years.
 3. Conviction of or admission to engaging in the promotion of illegal gambling activity wherein the applicant gains a financial benefit.
- G. **Criminal Activity** – Applicants are removed from the selection process for any of the following reasons:
1. Any theft offense(s) as an adult, within the last five (5) years, which singularly or cumulatively exceeds \$400.00; or (b) establishes a pattern of theft offenses from an employer during the course of employment.
 2. Any fraudulent insurance claims or fraudulent applications for welfare, workers’ compensation, unemployment compensation or other public assistance benefit program.
 3. Any admission or conviction of an offense, as an adult, defined as a felony by the federal, state or local law of the jurisdiction where the offense occurred. An admission of a felony offense would be disqualifying unless otherwise addressed in these standards.
 4. Any admission or conviction of an offense, as a juvenile of one (1) violent felony as defined by the federal, state or local law of the jurisdiction where the offense occurred.
 5. Any admission or conviction of a misdemeanor offense as defined by the federal, state or local law of the jurisdiction where the offense occurred as an adult in the last five (5) years will be reviewed in determining suitability for appointment (unless otherwise addressed in these standards).



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H. **Substance Abuse** – Applicants are removed from the selection process for any of the following reasons:

1. Any use or purchase of illegal drugs (except marijuana) within five (5) years before application or admitted use during any portion of the selection process.
2. Any use or purchase of marijuana within three (3) years before application or use during any portion of the selection process.
3. Any pattern of use of illegal drugs, including marijuana, within the past seven (7) years.
4. Any pattern of illegal sale of drugs of abuse, marijuana or prescriptive drugs.
5. Any pattern of abuse of alcohol, chemical agents/solvent-based substances or prescriptive drugs.

For the purpose of this standard the “use” of drugs includes, but not limited to, when an applicant smokes, ingests, tastes, injects, inhales, or otherwise tries, any illegal drug, including but not limited to, marijuana, cocaine, anabolic steroids, or chemical inhalants.

I. **Applicant Non-Responsiveness** – An applicant is removed from the selection process for any of the following reasons:

1. Failure to appear for pre-interview/interview.
2. Failure to appear for physical fitness testing.
3. Failure to appear for truth verification examination.
4. Failure to appear for medical/stress test.
5. Failure to appear for psychological exam.
6. Failure to respond to phone calls or correspondence from agency personnel.
7. Unable to locate at address/phone number on file.
8. Applicant is no longer interested in employment with the Grove City Division of Police.



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J. Physical Standards

1. May not have tattoos or body art which are visible to the public while wearing any version of an agency uniform. This includes, but not limited to, head, face, neck, and arms. Individuals having tattoos on the leg(s) are prohibited from wearing optional uniforms which have shorts as a component.

Note: Unless otherwise noted, standards which reference a time frame are calculated from the date an individual applies to take the City civil service examination.